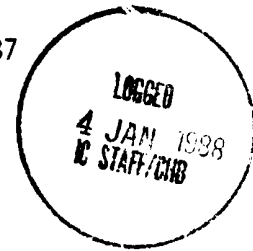


Registry

Director  
Intelligence Community Staff  
Washington, D.C. 20505

PROD 2-SR

DCI/ICS 87-4453  
14 December 1987



MEMORANDUM FOR: Lieutenant General William E. Odom, USA  
Director, National Security Agency

Lieutenant General Leonard H. Perroots, USAF  
Director, Defense Intelligence Agency

[redacted]  
Executive Director, Central Intelligence Agency

STAT

SUBJECT: Study of Intelligence Personnel Systems

1. This memorandum provides information on the study of intelligence personnel systems requested by the Congress in the FY 1988 Intelligence Authorization Act. The study, which is to be conducted by the National Academy of Public Administration (NAPA), was discussed briefly at the National Foreign Intelligence Board Meeting on 3 December 1987. The Intelligence Community Staff (ICS) will coordinate the NAPA effort, with participation by appropriate elements of the Community.

2. Within ICS, [redacted] Director of the Planning and Policy Office, will serve as focal point for the study. [redacted] will chair a study steering group drawn from the Community, which will guide and facilitate the work of the contractor. A preliminary meeting of the steering group has been held to begin work on terms of reference and contractor guidance. The steering group includes representatives from the Personnel Policy and Programs offices of CIA [redacted], DIA [redacted], and NSA [redacted], and an advisor from CIA's Office of General Counsel [redacted]. We expect that these individuals will act as focal points within their respective agencies. The group will be augmented as necessary when the study's scope is better defined.

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3. Any questions on the study should be directed to [redacted] at [redacted]

STAT  
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[redacted]  
Edward J. Heinz  
Lieutenant General, USAF

FOR OFFICIAL USE ONLY

SUBJECT: Study of Intelligence Personnel Systems

DISTRIBUTION (DCI/ICS 87-4453)

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|--------|-------------------------------|------|
| Copy 1 | LTG Odom                      |      |
| 2      | Lt Gen Perroots               |      |
| 3      | [redacted]                    | STAT |
| 4      | CIA/DDA (William F. Donnelly) |      |
| 5      | CIA/DDA/OP [redacted]         | STAT |
| 6      | DIA/ADD/RHR [redacted]        | STAT |
| 7      | NSA/DIA [redacted]            | STAT |
| 8      | CIA/DDA/OP [redacted]         | STAT |
| 9      | DIA/RHR5 [redacted]           | STAT |
| 10     | NSA/M33 [redacted]            |      |
| 11     | CIA/OGC [redacted]            |      |
| 12     | CIA/OGC [redacted]            |      |
| 13     | D/ICS                         |      |
| 14     | DD/ICS                        |      |
| 15     | EO/ICS                        |      |
| 16     | D/PPO                         |      |
| 17     | PPO [redacted]                | STAT |
| 18     | PPO Chrono                    |      |
| 19     | PPO Subject                   |      |
| 20     | IC Registry                   |      |

DCI/ICS/PPO [redacted] (10 December 1987) STAT